



1 October 2009

**To:** Chief Executives of District Councils

**Copy to:** Members of the NIJC  
Local Government Staff Commission for NI

Dear Chief Executive

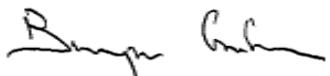
**CIRCULAR NIJC 03 - Issued October 2009**

**NORTHERN IRELAND JOINT COUNCIL FOR LOCAL GOVERNMENT SERVICES**  
**JOINT SECRETARIES' STATEMENT ON SINGLE STATUS IMPLEMENTATION**

1. You will be aware that the NJC Single Status agreement was agreed in 1997 and subsequently supplemented by a further agreement in 2004 which set a target date for full implementation of local pay reviews by March 2007.
2. Whilst, the picture is varied across the twenty six Councils within Northern Ireland the NIJC is nevertheless concerned that over two years past the implementation date there is a very significant lack of progress in some Councils to either have progressed or in some cases commenced negotiations to implement the 2004 NJC agreement.
3. Despite efforts by Employers and Trade Unions there remain serious problems with the lack of progress on implementation of the Single Status agreement within a number of Councils.
4. It is imperative that Councils and the NIJC recognised Trade Unions prioritise implementation of the Single Status agreement. There are many strong reasons as to why this should be the case in its own right, in addition there is a need to ensure that for the run-in to RPA re-organisation staff have clarity in relation to their gradings based on the outworking of the application of Single Status.

5. There is a critical need to learn from and apply the lessons of other RPA Affected Sectors and in particular from the OFMDFM/PSC Independent Research Project carried out within the Health and Social Care Sector. This pointed out the major problems for both employers and staff in considering transfer issues whenever they did not know the substantive gradings of posts under the Agenda for Change process. This situation could be replicated in Local Government if staff have not had the position relating to their grading resolved as a consequence of single status pay and grading reviews not having been completed.
6. The NIJC is therefore calling on all Councils who have yet to finalise the roll-out of Single Status to enter into early urgent negotiations with the trade unions in order to agree a detailed implementation framework. It is imperative that negotiations take place within the parameters of the National Agreement and the NIJC urges the parties to engage on this basis with a view to reaching agreement as soon as possible.

Yours sincerely



**BUMPER GRAHAM**  
Lead Trade Union Side Secretary



**JOHN ADAMS**  
Employers' Side Secretary